

**Department of Personnel Administration  
Memorandum**

**TO: Personnel Management Liaisons (PML)**

<b>SUBJECT:</b> Consolidated Benefit (CoBen) Allowance Amounts for Bargaining Unit 2 Employees	<b>REFERENCE NUMBER:</b> 2008-020
<b>DATE ISSUED:</b> 07/08/08	<b>SUPERSEDES:</b>

This memorandum should be forwarded to:

**Personnel Officers  
Personnel Transactions Supervisors  
Personnel Transactions Staff**

**FROM:** Department of Personnel Administration  
Benefits Division

**CONTACT:** Bryan Bruno, Staff Personnel Program Analyst  
(916) 445-9841  
Fax: (916) 322-3769  
Email: BryanBruno@DPA.CA.GOV

This memo provides important information regarding a change in the Consolidated Benefit (CoBen) Allowance Amounts for employees in Bargaining Unit (BU) 2. The change in the CoBen amount is a result of collective bargaining which increased the State's contribution for health benefit coverage. The new CoBen amounts reflected in this PML will be effective retroactive to January 1, 2008 (December 2007 pay period). The new CoBen allowance amounts will be updated by the State Controller's Office (SCO) and reflected on the July 31, 2008 warrant (July 2008 pay period). All current and former employees in BU 2 who paid a health premium from January 1, 2008 – July 1, 2008 (June 2008 pay period) will receive a refund. The refund amount will be based on the difference between the old CoBen allowance amount and the new CoBen allowance amount. It is anticipated that the refunds will be issued by the SCO in August 2008. At the time of this PML, the actual date to issue the refunds has not been determined.

**CoBen Allowance Amounts**

The CoBen allowance amounts for BU 2 employees will be **increased** retroactive to January 1, 2008 (December 2007 pay period).

**The CoBen allowances for BU 2 employees who are not subject to health dependent vesting are as follows:**

	<b><u>2008</u></b>
Employee only	\$439
Employee plus one Dependent	\$836
Employee plus two or more dependents	\$1,084

The CoBen allowances for BU 2 employees who are subject to health dependent vesting are as follows:

	<b>50% Vesting</b>	<b>75% Vesting</b>
	<b><u>2008</u></b>	<b><u>2008</u></b>
Employee only	\$439	\$439
Employee plus one Dependent	\$651	\$744
Employee plus two or more dependents	\$790	\$937

#### **PERSONNEL OFFICES**

Please help your employees who have questions regarding the change in the CoBen allowance amounts for BU 2 employees. If you need assistance to answer your employees' questions, please call Bryan Bruno, Staff Personnel Program Analyst, at (916) 445-9841.

/s/ Greg Beatty

Greg Beatty, Chief  
Benefits Division